



# EQUENTI

LEADERSHIP & LEARNING



## YOUR LEADERSHIP COACHING JOURNEY

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# WHAT IS LEADERSHIP COACHING?

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*"Lead yourself well and everything else falls into place"*

- Angela Koning

The purpose of leadership coaching is to transform how you see and lead yourself and others so that your people can experience massive, positive and inspiring impact from your leadership.

When that happens, watch your professional life get exponentially better, too.

Coaching is 100% confidential, and informed by contemporary, corporately-valued models, theories and frameworks which you can immediately convert into practical action to create tangible results. You'll experience compassion, challenge and truly valuable, implementable learning.

And by the way, the most wonderful signpost for deep learning is some mental wrestling and discomfort – so if you're looking for a fluffy, cruisey, learn-without-challenge coaching experience... well, you've come to the wrong place.

Our approach encompasses a mix of pure coaching, as well as mentoring. What's the difference, you ask?

Coaching is 'client-led', relies on the assumption that all the answers reside within you, and that asking the right questions will extract those insights.

Mentoring is 'expert-led' where the mentor offers new ways of thinking, tools and frameworks from the zone of their expertise to boost your leadership thinking and toolkit.

When you're working with Equenti Leadership and Learning, expect both coaching and mentoring. It's the way we roll, and we know our leadership stuff.





# DO I REALLY NEED LEADERSHIP COACHING?

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That's a good question. If you're experiencing any of the following, leadership coaching is for you:

- ☐ You're a leader, but not 100% confident that you're doing this leadership stuff well
- ☐ You're a technical expert with deep knowledge and operational experience leading other real, live humans
- ☐ You have a new leadership role, and you're feeling the pressure to build relationships and deliver
- ☐ You are a seasoned leader but have trouble really connecting with your team, or results are inconsistent
- ☐ You've got a hard-to-manage person (or more than one?) in your team and it's creating conflict and affecting your team's mojo
- ☐ You're fire-fighting daily on low-level operational and administrative details, so you don't get time to do important, strategic and value-adding work
- ☐ You don't feel like you can't properly delegate work to your team, so you're overwhelmed with detail
- ☐ You're stepping down to do the work of your team (because they need you, and you're capable of things they aren't), which doesn't leave enough time for true leadership work
- ☐ Your team is working hard, but they are really just 'treading water' without much forward progress
- ☐ Work of the team is 'happening', but not in a planned, consistent way where progress is consistent, tangible and measurable
- ☐ Sometimes leadership feels great, and sometimes you feel wobbly as a leader – you want greater consistency
- ☐ Insert all your 'other' leadership worries here:

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If you've ticked one or more of those boxes, we hear you. We have so much COMPASSION for what it feels like to have those experiences as a leader. Getting help is easier than you think.



# THE LEADERSHIP COACHING JOURNEY

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THE LEADERSHIP COACHING JOURNEY HAS FOUR 'PHASES', AND WE USUALLY COMMENCE WITH 6-8 FORTNIGHTLY OR MONTHLY SESSIONS.

Some clients need less, sometimes more.

Model graphic to go here

## THE FOUR PHASES ARE:

**SELF-AWARENESS:** Learn how you're wired, discover your default leadership behaviours and understand the impact this has on you and others

**SELF-LEADERSHIP:** Become behaviourally flexible, so that can maintain a constructive leadership state in any situation

**TEAM LEADERSHIP:** Engage and align your team for consistent, next-level results

**ORGANISATIONAL LEADERSHIP:** Be an exemplary contributor to strategy development and execution, your leadership team and organisation-wide initiatives

All phases are equally important, useful and practical. Although they don't always progress sequentially, the first two – self-awareness and self-leadership - are absolutely foundational.

The beautiful thing about leadership coaching is that on the foundation of learning to know and lead ourselves well, you'll be able to bring to the table any leadership challenge you're facing right now and tackle it with greater insight and behavioural flexibility.

We've coached hundreds of leaders over the years, and we can assure you that no journey is the same. We tailor every coaching program to you and your specific needs and meet you where your challenges are in every session.



## SACRED GROUND

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We'll coach you around all the challenges and topics which position you to be a better leader. That could include exploring your values, beliefs, past experiences and behavioural profiles which impact your leadership approach.

We are not psychological therapists or counsellors, however. This means that matters which are truly personal represent sacred ground, and we respect this boundary.

If we uncover signs of trauma, mental illness or other matters of a deeply personal nature, we're ready with referrals to the appropriate professional therapists and counsellors. Don't worry, we've always got your back.

*"I was lucky enough to undertake leadership coaching with Angela through my workplace. I had just stepped up into an acting managerial role with no previous management experience and was very unsure of how to go from a clinician to a manager. Through Angela's fantastic coaching and advice I was able to go from a complete novice in management to six months later feeling confident in leading my team and setting standards to ensure service growth and quality outcomes.*

*Angela's manner and approach is so accessible and her advice/strategies are so practical you can take them straight to your workplace and implement them with ease. I leave the coaching experience with Angela a more confident and well-rounded leader and have tapped into skills I didn't think I possessed. This professional development has flowed into my personal life and I am now a more confident self assured person who has finally stopped listening to that nagging negative voice in his head and is ready to take on whatever work or life brings."*

Ryan Day, Acting Allied Health Manager

ST STEPHEN'S HOSPITAL

## AM I READY FOR LEADERSHIP COACHING?

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Not everyone is ready for leadership coaching, and that's totally okay. It's not an easy journey, so you've got to really want it.

We know you're ready for coaching if:

- You're tired of the results you're getting, and you're running out of inspiration or options to move forward
- You're ready to learn about yourself and others, and get new models and frameworks that will move your thinking and leadership forward
- You're okay with getting uncomfortable, because you know this is the indicator of learning and growth
- You are prepared to do the work to implement the outcomes we agree upon in coaching sessions. This isn't a talk-fest – if you're not ready to do the work, you're not ready for coaching. [#sorrynotsorry](#)
- You're ready for compassionate support and new information to fuel your growth, because let's face it, what you've already tried isn't working.



## LET'S GET STARTED

So, are you ready? Let's go.

Taking the first step to get started with leadership coaching is easy.

Drop Angela a note at [angela@equenti.com](mailto:angela@equenti.com) or call on 0467 727 107 to speak with her personally.

You'll feel better from the very first conversation.



## ANGELA KONING

### EQUENTI LEADERSHIP & LEARNING

Angela believes that with better self-awareness, everyone can improve their self-belief, change the way they think and reimagine how they see themselves in the world. She brings together 20 years of experience in leadership development, team building and human resource management to deliver insightful programs via experiential learning, equine-assisted learning and corporate workshops.

Angela's formal qualifications include a Bachelor of Business Management, Graduate Certificate in Business Administration, Diploma of Arts (Teaching & Learning), Certificate IV in Competitive Systems and Practices and Certificate IV in Training and Education. Her professional accreditations include the LifeStyles Inventory (LSI), Team Management Systems, DISC Advanced and ProSci Change Management.

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